

94-3017 , 06/10/03
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 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-3017
Director	Wage Determinations	Revision No.: 5
		Date Of Last Revision: 06/03/2003

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7.85
01012 - Accounting Clerk II	9.92
01013 - Accounting Clerk III	14.30
01014 - Accounting Clerk IV	16.00
01030 - Court Reporter	16.43
01050 - Dispatcher, Motor Vehicle	16.09
01060 - Document Preparation Clerk	12.24
01070 - Messenger (Courier)	9.60
01090 - Duplicating Machine Operator	12.24
01110 - Film/Tape Librarian	13.44
01115 - General Clerk I	10.48
01116 - General Clerk II	11.78
01117 - General Clerk III	14.20
01118 - General Clerk IV	15.94
01120 - Housing Referral Assistant	19.01
01131 - Key Entry Operator I	8.28
01132 - Key Entry Operator II	12.18
01191 - Order Clerk I	9.47
01192 - Order Clerk II	11.41
01261 - Personnel Assistant (Employment) I	11.62
01262 - Personnel Assistant (Employment) II	13.03
01263 - Personnel Assistant (Employment) III	16.32
01264 - Personnel Assistant (Employment) IV	18.35
01270 - Production Control Clerk	17.12
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.34
01314 - Secretary IV	20.15
01315 - Secretary V	24.06
01320 - Service Order Dispatcher	15.47
01341 - Stenographer I	12.80
01342 - Stenographer II	15.47
01400 - Supply Technician	20.15
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.44

01510 - Test Examiner	16.43
01520 - Test Proctor	16.43
01531 - Travel Clerk I	10.59
01532 - Travel Clerk II	12.08
01533 - Travel Clerk III	12.89
01611 - Word Processor I	11.93
01612 - Word Processor II	14.38
01613 - Word Processor III	15.92
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.73
03041 - Computer Operator I	11.73
03042 - Computer Operator II	13.13
03043 - Computer Operator III	14.63
03044 - Computer Operator IV	16.25
03045 - Computer Operator V	18.01
03071 - Computer Programmer I (1)	16.13
03072 - Computer Programmer II (1)	20.23
03073 - Computer Programmer III (1)	24.75
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.82
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.73
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.21
05010 - Automotive Glass Installer	16.08
05040 - Automotive Worker	17.14
05070 - Electrician, Automotive	17.70
05100 - Mobile Equipment Servicer	15.89
05130 - Motor Equipment Metal Mechanic	18.37
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	18.37
05220 - Motor Vehicle Mechanic Helper	15.09
05250 - Motor Vehicle Upholstery Worker	15.86
05280 - Motor Vehicle Wrecker	16.56
05310 - Painter, Automotive	17.76
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	18.37
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.84
07010 - Baker	11.68
07041 - Cook I	10.17
07042 - Cook II	11.00
07070 - Dishwasher	9.22
07130 - Meat Cutter	11.88
07250 - Waiter/Waitress	8.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.19
09040 - Furniture Handler	11.58
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.96
11060 - Elevator Operator	9.80

11090 - Gardener	10.75
11121 - House Keeping Aid I	9.13
11122 - House Keeping Aid II	9.80
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	10.64
11240 - Maid or Houseman	9.26
11270 - Pest Controller	11.46
11300 - Refuse Collector	9.96
11330 - Tractor Operator	11.07
11360 - Window Cleaner	10.65
12000 - Health Occupations	
12020 - Dental Assistant	15.21
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.08
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	12.35
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.67
12222 - Nursing Assistant II	9.18
12223 - Nursing Assistant III	10.63
12224 - Nursing Assistant IV	11.92
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.90
12311 - Registered Nurse I	18.04
12312 - Registered Nurse II	22.08
12313 - Registered Nurse II, Specialist	22.08
12314 - Registered Nurse III	26.70
12315 - Registered Nurse III, Anesthetist	26.70
12316 - Registered Nurse IV	31.99
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.86
13011 - Exhibits Specialist I	14.85
13012 - Exhibits Specialist II	18.39
13013 - Exhibits Specialist III	22.50
13041 - Illustrator I	15.46
13042 - Illustrator II	19.15
13043 - Illustrator III	23.42
13047 - Librarian	21.85
13050 - Library Technician	16.28
13071 - Photographer I	13.27
13072 - Photographer II	14.85
13073 - Photographer III	18.39
13074 - Photographer IV	22.50
13075 - Photographer V	27.20
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.81
15030 - Counter Attendant	7.81
15040 - Dry Cleaner	9.94
15070 - Finisher, Flatwork, Machine	7.81
15090 - Presser, Hand	7.81
15100 - Presser, Machine, Drycleaning	7.81
15130 - Presser, Machine, Shirts	7.81
15160 - Presser, Machine, Wearing Apparel, Laundry	7.81
15190 - Sewing Machine Operator	10.67

15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.55
19040 - Tool and Die Maker	20.29
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.03
21020 - Material Coordinator	17.12
21030 - Material Expediter	17.12
21040 - Material Handling Laborer	10.35
21050 - Order Filler	10.71
21071 - Forklift Operator	14.36
21080 - Production Line Worker (Food Processing)	13.92
21100 - Shipping/Receiving Clerk	11.89
21130 - Shipping Packer	12.32
21140 - Store Worker I	11.17
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.62
21210 - Tools and Parts Attendant	14.54
21400 - Warehouse Specialist	14.54
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.28
23040 - Aircraft Mechanic Helper	15.35
23050 - Aircraft Quality Control Inspector	20.33
23060 - Aircraft Servicer	17.73
23070 - Aircraft Worker	17.28
23100 - Appliance Mechanic	17.26
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	19.28
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	17.11
23160 - Electrician, Maintenance	20.44
23181 - Electronics Technician, Maintenance I	11.85
23182 - Electronics Technician, Maintenance II	20.09
23183 - Electronics Technician, Maintenance III	20.80
23260 - Fabric Worker	15.08
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	14.55
23340 - Fuel Distribution System Mechanic	18.44
23370 - General Maintenance Worker	14.92
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.82
23430 - Heavy Equipment Mechanic	17.41
23440 - Heavy Equipment Operator	16.50
23460 - Instrument Mechanic	18.73
23470 - Laborer	9.96
23500 - Locksmith	17.06
23530 - Machinery Maintenance Mechanic	20.33
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.62
23640 - Millwright	19.70
23700 - Office Appliance Repairer	17.78
23740 - Painter, Aircraft	20.48
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	20.94
23800 - Plumber, Maintenance	19.03
23820 - Pneudraulic Systems Mechanic	18.44
23850 - Rigger	16.76
23870 - Scale Mechanic	16.76

23890 - Sheet-Metal Worker, Maintenance	18.11
23910 - Small Engine Mechanic	14.20
23930 - Telecommunication Mechanic I	18.76
23931 - Telecommunication Mechanic II	19.41
23950 - Telephone Lineman	18.98
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	15.45
23970 - Woodcraft Worker	18.44
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.16
24580 - Child Care Center Clerk	11.44
24600 - Chore Aid	8.86
24630 - Homemaker	12.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	13.88
25210 - Water Treatment Plant Operator	19.52
27000 - Protective Service Occupations	
(not set) - Police Officer	21.76
27004 - Alarm Monitor	10.04
27006 - Corrections Officer	17.03
27010 - Court Security Officer	19.46
27040 - Detention Officer	18.29
27070 - Firefighter	19.72
27101 - Guard I	8.99
27102 - Guard II	10.04
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.12
28020 - Hatch Tender	15.12
28030 - Line Handler	15.12
28040 - Stevedore I	13.85
28050 - Stevedore II	14.96
29000 - Technical Occupations	
21150 - Graphic Artist	20.52
29010 - Air Traffic Control Specialist, Center (2)	29.85
29011 - Air Traffic Control Specialist, Station (2)	20.59
29012 - Air Traffic Control Specialist, Terminal (2)	22.67
29023 - Archeological Technician I	14.36
29024 - Archeological Technician II	16.06
29025 - Archeological Technician III	19.90
29030 - Cartographic Technician	20.24
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.82
29040 - Civil Engineering Technician	17.60
29061 - Drafter I	10.12
29062 - Drafter II	14.96
29063 - Drafter III	18.30
29064 - Drafter IV	19.90
29081 - Engineering Technician I	15.96
29082 - Engineering Technician II	17.91
29083 - Engineering Technician III	21.89
29084 - Engineering Technician IV	27.10
29085 - Engineering Technician V	33.18
29086 - Engineering Technician VI	39.79
29090 - Environmental Technician	17.42

29100 - Flight Simulator/Instructor (Pilot)	26.60
29160 - Instructor	21.25
29210 - Laboratory Technician	15.96
29240 - Mathematical Technician	23.39
29361 - Paralegal/Legal Assistant I	18.74
29362 - Paralegal/Legal Assistant II	21.16
29363 - Paralegal/Legal Assistant III	25.88
29364 - Paralegal/Legal Assistant IV	31.32
29390 - Photooptics Technician	21.43
29480 - Technical Writer	25.08
29491 - Unexploded Ordnance (UXO) Technician I	18.97
29492 - Unexploded Ordnance (UXO) Technician II	22.96
29493 - Unexploded Ordnance (UXO) Technician III	27.51
29494 - Unexploded (UXO) Safety Escort	18.97
29495 - Unexploded (UXO) Sweep Personnel	18.97
29620 - Weather Observer, Senior (3)	15.41
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.89
29622 - Weather Observer, Upper Air	13.89
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.84
31260 - Parking and Lot Attendant	8.02
31290 - Shuttle Bus Driver	12.31
31300 - Taxi Driver	10.99
31361 - Truckdriver, Light Truck	11.72
31362 - Truckdriver, Medium Truck	14.13
31363 - Truckdriver, Heavy Truck	14.65
31364 - Truckdriver, Tractor-Trailer	14.65
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.33
99030 - Cashier	7.16
99041 - Carnival Equipment Operator	9.69
99042 - Carnival Equipment Repairer	10.14
99043 - Carnival Worker	7.93
99050 - Desk Clerk	9.14
99095 - Embalmer	18.04
99300 - Lifeguard	9.97
99310 - Mortician	21.88
99350 - Park Attendant (Aide)	10.26
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.17
99500 - Recreation Specialist	10.25
99510 - Recycling Worker	11.59
99610 - Sales Clerk	8.17
99620 - School Crossing Guard (Crosswalk Attendant)	9.96
99630 - Sport Official	8.17
99658 - Survey Party Chief (Chief of Party)	12.09
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.26
99660 - Surveying Aide	7.47
99690 - Swimming Pool Operator	12.65
99720 - Vending Machine Attendant	11.22
99730 - Vending Machine Repairer	12.65
99740 - Vending Machine Repairer Helper	11.22

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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